

Blazing Swan Annual Ranger Survey 2019

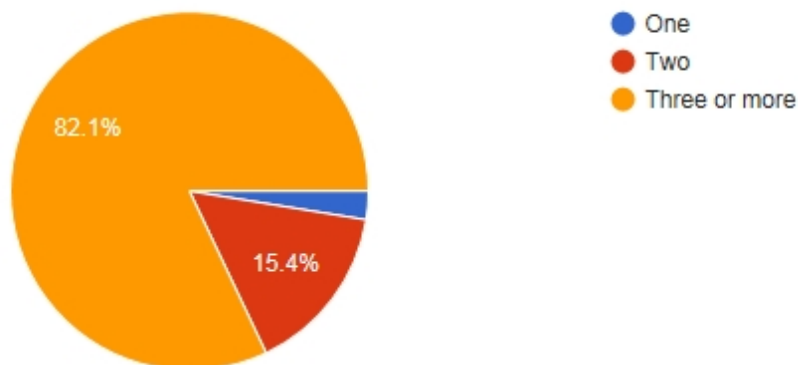
This year, there were 59 Rangers covering 311 shifts ensuring that we provided 1,080 hours of 24/7 coverage at the event. 39 Rangers (66%) responded to the survey.

Shift Hours Worked

Rangers	Shift Hours
1	58
1	44
1	38
3	36
2	34
3	30
1	28
2	26
3	24
3	20
3	18
2	16
18	14
1	12
4	10
6	8
2	6
3	4
59	1080

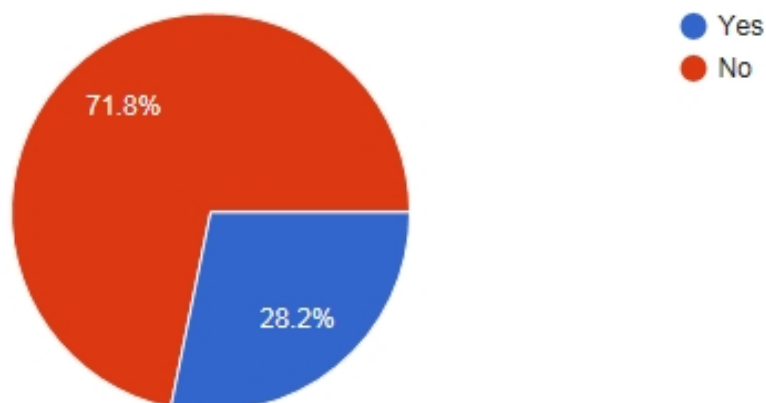
How many shifts did you Ranger?

39 responses



Did you try a Black Swan shift?

39 responses



Any thoughts, comments or observations about your Black Swan shift?

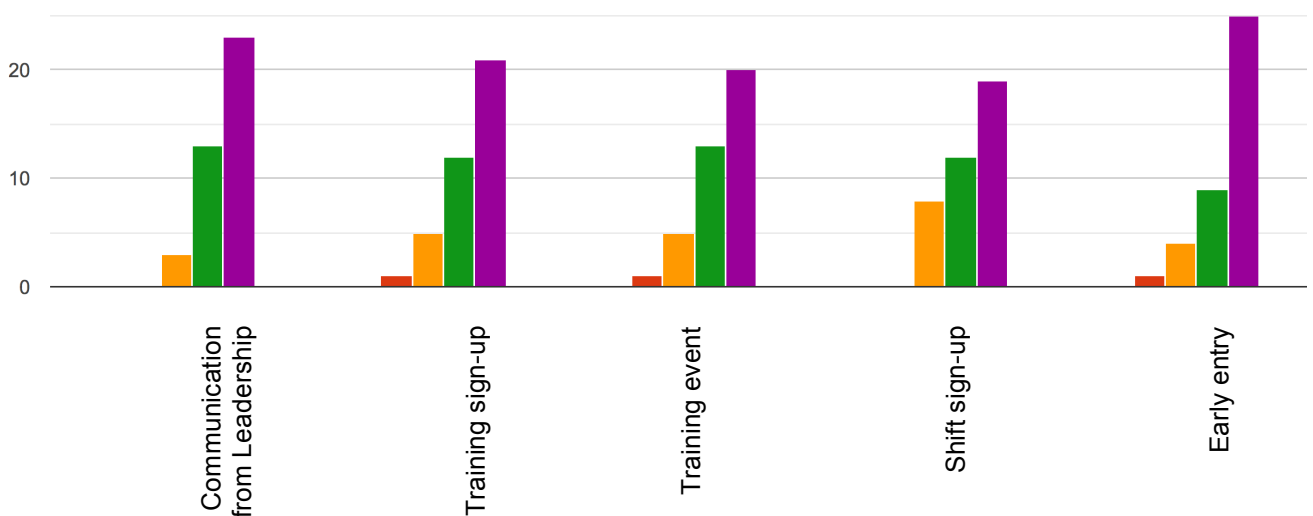
13 responses

- Awesome documentation, easily accessible for anyone to come try out. Probably needs more screening/a higher bar to entry, however.
- I can't remember if it was covered in training and I forgot, but I didn't know about the shift log until the end of my first shift. Slightly better hand over for first time swans would be good, maybe just a printout reminding them of some resources and duties.
- Also, any reason we don't actually label the tabs on the HQ folder? Or put the sheet saying what's where at the front?
- Need a desk lucky. Get rid of lost property.

- I think the radios should be monitored in and out as the first day there were more than enough and on the Saturday afternoon there was not enough to go round so some must be getting misplaced or not returned ?
- Shifts varied significantly in intensity of things that required attending to. Often lacking any of the event support (safety, fires, event lead etc). Rangers were very switched on and engaged and very professional.
- You should not be able to Black Swan until you have done a reasonable number of dirt shifts in the past, perhaps 10 shifts so you better understand the people and position you are taking on.
- A lack of communication with other organisation departments such as the fire team made some Black Swan shifts difficult.
- My shifts went very smoothly - had no issues, other than I had concerns with one of the other Black Swans. The Black Swan position was not the best fit for her. I believe this was observed by several others as well.
- Great community you all have at Blazing Swan. Enjoyable experience helping attendees and other Rangers.
- All my shifts were daytime shifts and were incident free. I was however affected by having to share the space with other departments which at times did interfere with normal operations due to noise and number of people hanging around the front desk area.
- Outstanding organization and documentation to work from. Leadership was very helpful and supportive
- Enjoyable.

How did you find pre-event organization?

Key	
	Excellent
	Good
	Average
	Poor
	Unsatisfactory

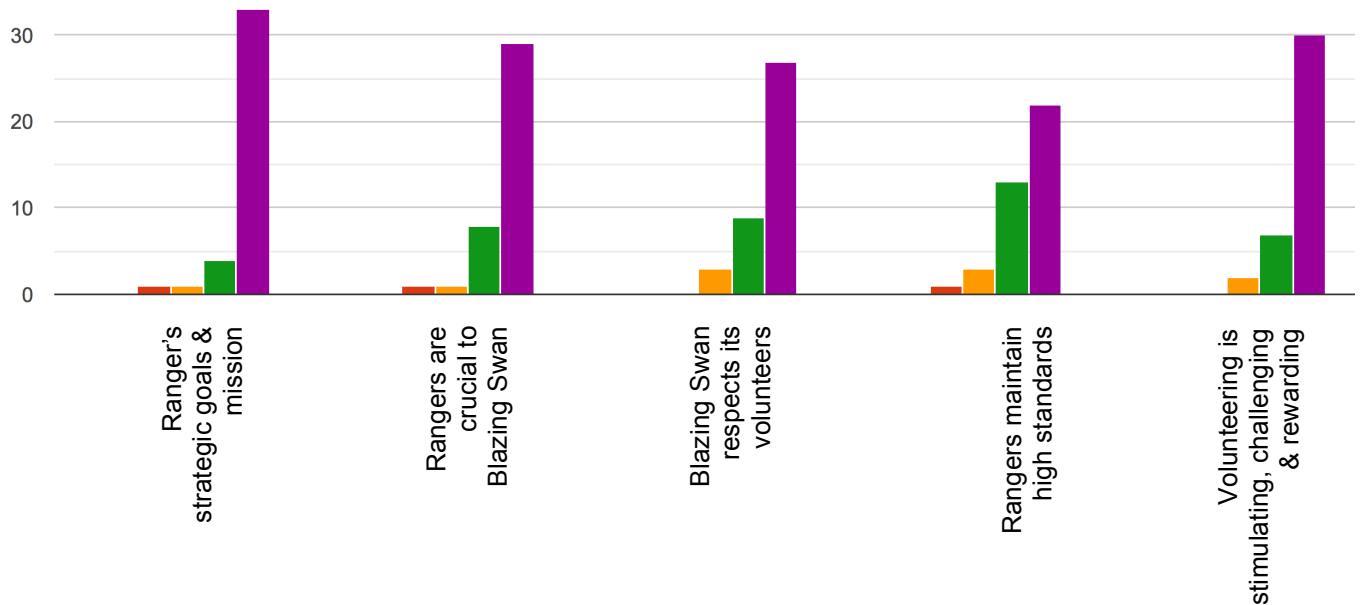


Any additional comments you would like to make about pre-event organisation?

18 Responses

- More timely communications re: shift sign up and early entry would have been helpful
- Pretty great on the training, would have liked clearer communicated opportunities for new rangers to jump in on the prep work. I got involved a lot later than I could have, just not knowing where I could help.
- While Volcor is an OK system it seems to lock stuff out after certain times. Once I'd signed up for everything I was entirely reliant on what I had put in my calendar or what I was able to dig up from emails. Then the training date for the on-site training changed and I had to go digging again.
- No. I thought it was well organized.
- Training is generally pretty good, but making it a little more dynamic with some more scenarios would be nice. A thought I had is for training or the manual, could have scenarios and then have a couple of different experienced rangers say how they would handle it, so new rangers can see some diversity.
- Looked pretty excellent to me. I'm a fan.
- Volcor is awful. A better shift roster system is needed urgently that can create calendar entries and extended info export (BS, GD, FA, SP)
- Need to clarify ranger signups intention of engaging and attending as a Ranger.
- "I loved the example scenarios presented by the experienced rangers during the training. The slides could have been reduced.
- Shift sign-up: once I got the link, very easy and straightforward, not sure why some of us didn't get the link until a few days later though. "
- Scale is currently "strongly disagree" to "strongly agree" - this makes no sense- read my answers as if it goes from "very poor" to "very good" :P
- I think that people should not be allowed to sign up for shifts until they have done their training. Many shifts had holes in them due to people not making the on-site training and therefore not being able to do the shifts they had signed up for.
- I never got ranger reflux
- As an international Ranger, I messed up in not paying attention to some of the pre-event stuff - as I got on the list(s) late. For whatever reason I thought we had a separate and parallel process, but I should have signed up on the website sooner to volunteer for Rangers so I would receive the announcements earlier. Once I was on the list the communications were very clear. This was totally my fault for not understanding the process. Future International Rangers, may need more reminders to sign up for volunteering for the Rangers sooner so they receive all of the communications sooner.
- Superb! Best of any burns!
- Technology was probably the biggest constraint as it didn't allow for us to dynamically get details (values entered could not be changed) and necessitated a lot of 'data tweaking'.
- Also, with more people helping out with the planning and organisation, there were some instances where tasks were very close to slipping through the cracks.
- May be helpful to all to have a checklist driven approach to everything that needs to be done for every type of event relating to the Rangers e.g. ""What do we need to set up a busy bee?"" and it would include knowing whether we have space at the Nest to execute our plans, whether people / other resources were available, etc. [Happy to volunteer to get these checklists started.]"
- Ability to automate some aspects of this will reduce the administrative load.

Jilakin Rock Rangers & Blazing Swan (Org)



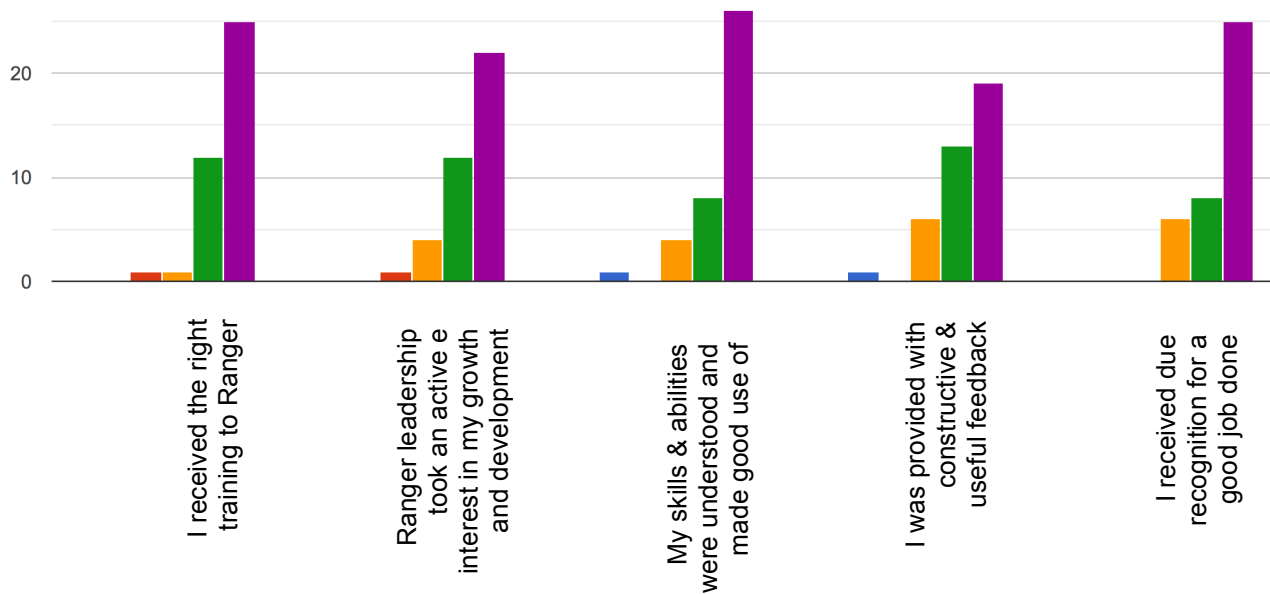
Any additional comments you would like to make about Rangers as a part of the Blazing Swan Organisation?

16 responses

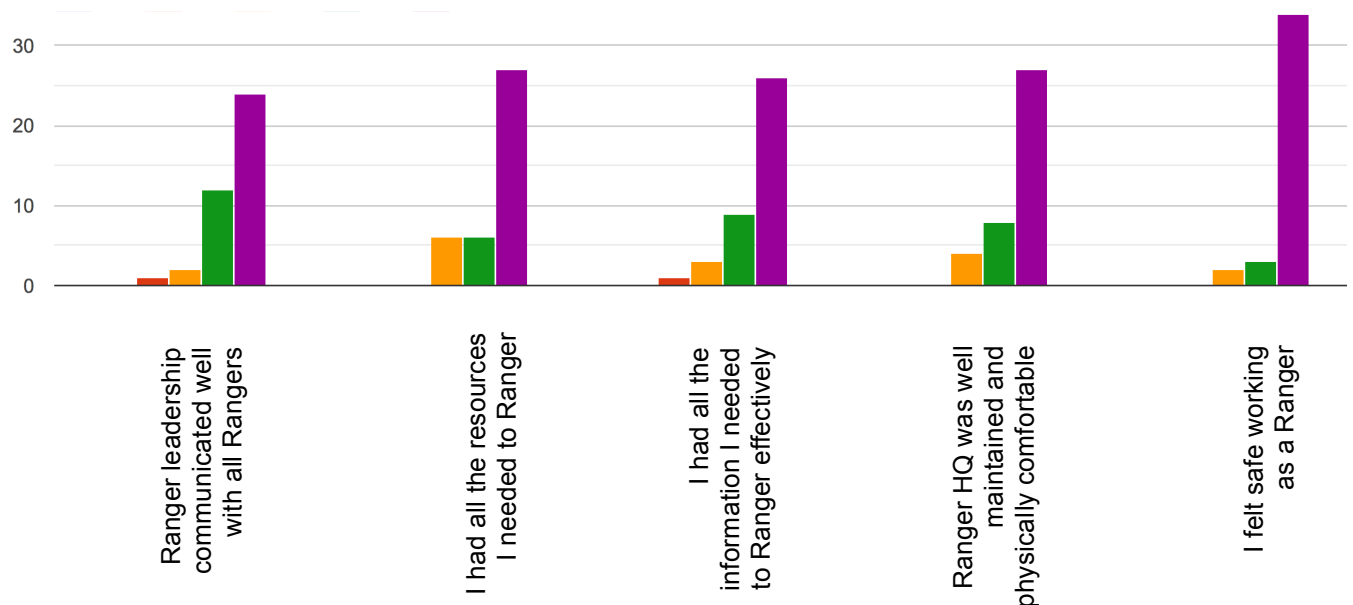
- Rangers are a vital part of the success of the event, and I feel that was recognized.
- Just thank you!
- Rangers are getting more well known every year. This year I heard many participants saying things like "Oh its rangers! Let's ask them!". People know we're approachable and helpful.
- To ranger effectively, we need other departments to do their jobs. We really need physical tags for approved burn barrels and mutant vehicles, otherwise it become very difficult to ranger those.
- My best experiences at Blaze are around my rangering.
- Ranger are increasingly becoming gap fillers for other Org holes that should be tended to internally by those departments. Many information gaps (Safety, event issues, event times) not communicated to Rangers.
- We got taught to always try and build social capital but I was blown away by how much appreciation and love was already being given to us as Rangers from other participants. It shows how the Rangers of the previous years must have very carefully worked towards a positive and loving relationship with other participants and built up a huge amount of universal social Ranger capital.
- Rangers are I repeat are first responders to think otherwise is unsafe and counter intuitive.
- The low-ish score for the third item is more about how blazing swan organisation treated theme camps this year as opposed to how it treated rangers. Treatment of rangers was good!
- Leaders should never forget what it is like to walk the dirt
- Rangering is extremely rewarding and a critical factor in the success of the event. It was great to see that Rangers are well respected within the event. I really liked working with the Security team - some very interesting characters for sure. I realize some may have had some concerns but I found them easy to work with and supportive working for common objectives as a team.
- Rangers are needed to maintain the value of the festival.

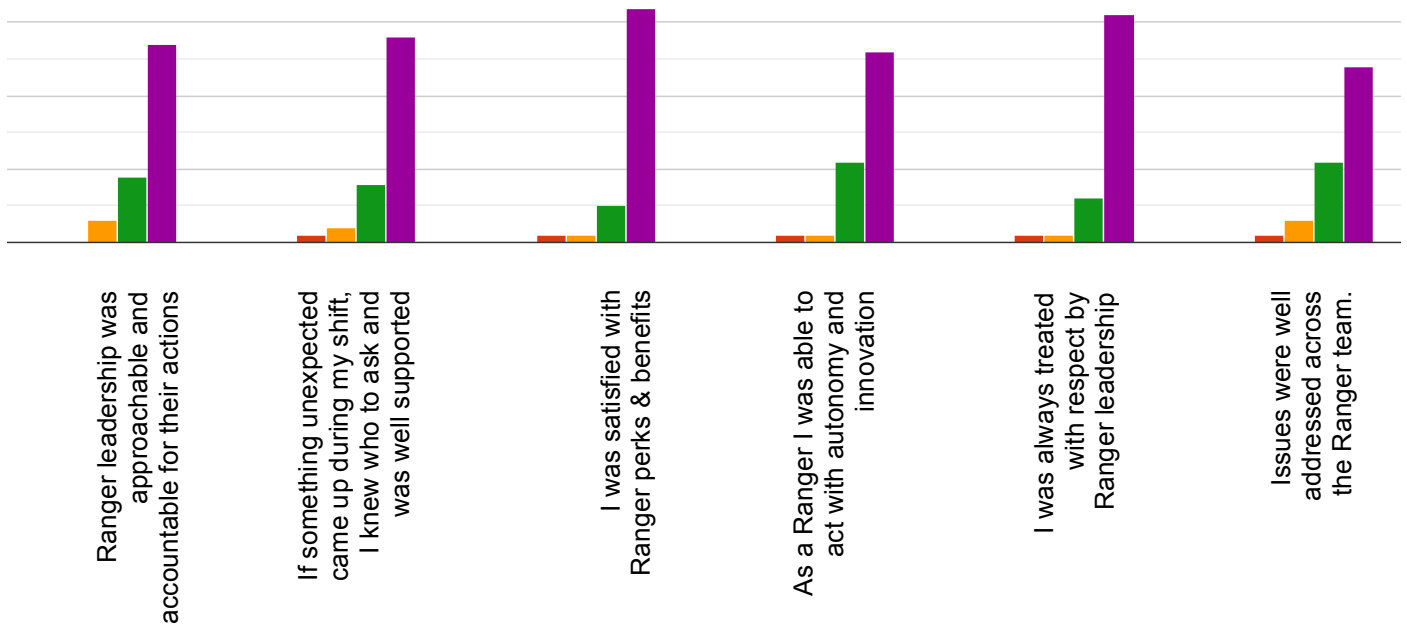
- Clearly respected and supported
- This year we had a few Rangers who should really not have been on the team. They blew a significant amount of social capital which one cannot recover easily.
- I'd recommend that we make sure all new Rangers have a mentor / check shift to see if they are going to be good for our team. If we feel that some behaviour can be altered we could allow for a second mentor shift.
- It's important to keep the Rangers separate from compliance so that they maintain high levels of social capital.

Ranger Training and Support



Ranger Shifts and HQ





Any additional comments you would like to make about Ranger Shifts & HQ?

20 responses

- That one chair was awful. Everything else was great.
- Wonderful feedback and encouragement
- Very well organized space. Recommend a separate space for Black Swan vs. handling walk-ins.
- HQ was excellent for getting an understanding of the mechanics and what was happening hour to hour
- Rangers shifts are my biggest opportunity to get out and see blaze. They've also been integral in helping me make friends during the events and get to know people.
- I was well supported, but first time as Black Swan, so there's a lot of on your feet problem solving and I didn't always know how best to address. The Black Swan protocols may have helped but in the heat of the moment I didn't think/feel I had time to go through them.
- Information and resources were generally good, but I had issues with the lack of tagging of Mutant Vehicles and Burn barrels by other departments.
- I love it all. And not just the fire barrel.
- Rugs and dividers to reduce noise. Remove Fun Police if possible. Get rid of lost property.
- Thank you for being understanding about my inability to help out more this Blaze
- Maybe introduce a gold star system for reliable rangers, the ones who show up regularly for shifts. Then give these gold stars first pick of the shifts and try to have them spaced across all shifts so you know you have at least two reliable people each shift. I had to go early this year and blew a shift due to my partner having 4 broken ribs but I have always showed up on time for every shift I have ever committed to other than that. It seems a lot of people have good intentions but do not commit to the shifts they sign up for.
- More communication from the Org to be able to provide the best help to participants (safety, DMT, fire etc)
- Although there was a refreshments bench in HQ, it was a bit uninviting (eg no spoons, no milk, furnace/drinks dispensers not working). As a newbie, it would have been good

to feel a bit more at home in HQ through these sorts of things, or through more knowledge about what should be there and who to talk to if it's not- I brought my cup but wasn't sure if I was supposed to bring my own milk or spoon, and what with radical self-reliance and all, I didn't want to be entitled and ask for things to be provided or working.. I know that's silly, but I'm sure a couple small things could be done to make HQ a bit more welcome.

- There is often an issue with some people signing up for all the 'easy' shifts and not doing any of the less desirable ones
- I think all Ranger Lead and Black Swan shifts should be filled before the event starts. There were shifts where a Black Swan had no Ranger Lead and this should not happen.
- An easier way to identify who had fire permits would be good
- Sorry to have such boring responses - all 5's, but I was extremely impressed by the organization, team spirit, communication, trust, and treatment of all Rangers by Ranger Leadership. Jilikan Rock Rangers is a very well run organization that could easily be used as an example for other events to follow.
- We've improved significantly regarding the Ranger HQ space and I'm super proud of the Ranger Team who set this up. Nicely done.
- There are obviously always room for improvement and I've got some ideas what to do should I get involved in the setup to make it easier for all who work in that space.
- New Black Swan's need to be quality controlled. There was one Black Swan this year who created a lot of tension within both Rangers and participants due to her abrasive and somewhat authoritarian style.

What three words would you use to describe the Ranger culture and organization?

35 responses

- Passionate. Responsible. Fun
- supported, learning, respectful
- totally fucking awesome
- Dependable, Responsible, Approachable
- snarky, pre-emptive, valuable
- Awesome cohesive empowering family
- Engaged nurturing watchful
- Outstanding, unifying, adaptive
- Friendly, helpful and understanding
- Collegiate, supportive and respectful
- Can-do, Kick-ass, Lovely
- inclusive, empowering, satisfying
- Dedicated. Selfless. Organised.
- We are family
- Teamwork, Support, Belonging
- Generous, caring organisers
- The people you meet and the conversations with them when walking the dirt
- We are wicked
- Nerds that burn
- Foreign, prestige, wanting
- Professional Khaki Gurus :)
- synergy of responsibility and fun
- Switched-on, caring, passionate.

- passionate friendly family
- Helpful, dedicated, community
- Team friendly respectful
- friendly, kind, giving
- Supportive, Organized, Dedicated
- Integrity, Easy going, Mindful
- Enthusiastic, organized, supported
- Proud, Enthused, Welcoming
- Friendly, organised, caring
- Organized dedicated welcoming
- Worth my time
- Comradeship, flexibility, care

What draws you to being a Ranger?

35 responses

- It's good to give something back to this wonderful community
- Participating and contributing to the event. Being part of a community. As I travel solo it is nice to have friendly faces around me
- The feeling of contributing, that is rewarded.
- Gifting my sober time to the organization and the participants, keeping everyone happy and safe
- I appreciate being able to engage with other participants from an intentional, respected and helpful perspective. Rangering pulls me out of my shell/comfort zone around chatting up strangers.
- The camaraderie, recognition, and fulfillment I get from Rangering - from the community, but largely from the Ranger family.
- Community engagement, contribution to and involvement with event.
- Gifting my time drew me in, but experiencing and contributing to Blazing Swan as part of the ranger team will keep me rangering in years to come.
- Rangering is so far the best way I've found to give back to and be involved with the community. I'm a handy person and I love to be the friendly helpful face of the community who is there to make sure everyone is having a good time.
- My concern for my fellow Blazer
- Helping people.
- I love helping people.
- Being part of a team with shared values even with different backgrounds and always learning from Rangers and Participants alike.
- The gift of doing and being a part of the org
- Being helpful, Having a real sense of purpose
- Helping out and meeting people
- Trying to help out by empowering people to find their own solution to a problem and the amazingly positive feedback you get from participants who know what rangers are about ... so much love and support and gratitude. Beautiful!
- Community being strong together
- Patches
- To be part of future improvement
- It's my thing
- A very good way to give back to the community while getting a chance to explore the whole city

- Using pre-existing skills and strengths to contribute to blazing swan and participate more
- Being part of a tribe that cares for our participants
- I enjoy being able to make a positive contribution to the community. I enjoy the interaction with other Rangers and participants.
- Being part of making Blaze Blaze. Helping people and adding to their experience.
- The opportunity to engage with all the theme camps
- The Ranger community and family spirit. Assisting others in need so they may enjoy a venue where they can express themselves without judgment. Being a critical part of an amazing event.
- Helping others be their best selves
- The vast compensation? ;) For me, the ability to contribute
- Being a Ranger is an immersive experience. One is able to see the event from a different perspective, expand knowledge, help people and generally have an amazing time.
- Looking out for fellow participants
- The friendly and welcoming people
- Giving back
- I like to help folk.

What makes the Rangers unique?

32 responses

- Sobriety .
- Each of us bring our own personality and life experiences to the team
- The Rangers, Duh
- The fact that rangers are not authoritative or condescending. It is refreshing
- We're not cops, we're non-judgemental, we're just the sober friend taking one for the team.
- No other group in the world does what we do in the way we do it.
- Tolerance, acceptance and maturity.
- Unique individuals performing a unique role in unique circumstances- it's the ability to stay organised while enjoying chaos
- We are not police, just participants who care
- The Rangers. Each brings slightly different perspective and skills backed by warmth and a kick ass attitude.
- The positivity and the friendliness. It's all the principles exemplified.
- Uniform. Respected. Ever present.
- Connecting with the whole community
- They don't give a fuck and at the same time care for everyone :)
- Their awesome kaki shirts and all these different things dangling off their belts
- Unity
- They have sober time during the week
- Sober commitment
- Organised and trained team
- Lots of involvement of interstate and overseas rangers, loved it!
- Sober time!!
- Passion
- We're sober!
- Fantastic set up

- Upholding and supporting community standards and principals without being judgmental or authoritative.
- Accountability
- Dedication, organization, contribution, discipline in the face of chaos
- The fact that we have all these vastly different, wild card people forming a group with the same goal and objective, to support the community, and we do it so damned well.
- Their care and attentiveness
- Extra step of taking responsibility and wanting to look out for others and eager to step forward
- Funky shirts
- Their training and gift of sober time.

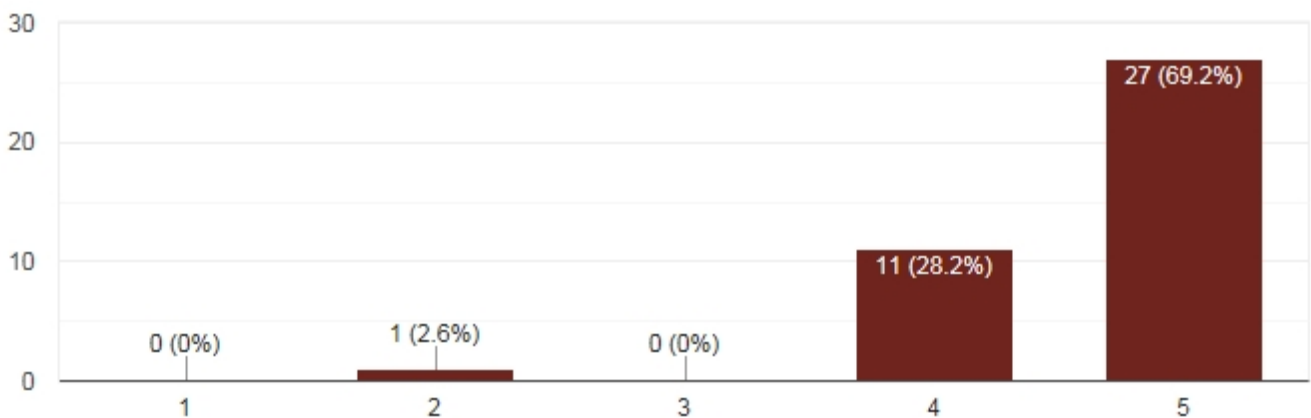
What could we do better?

31 responses

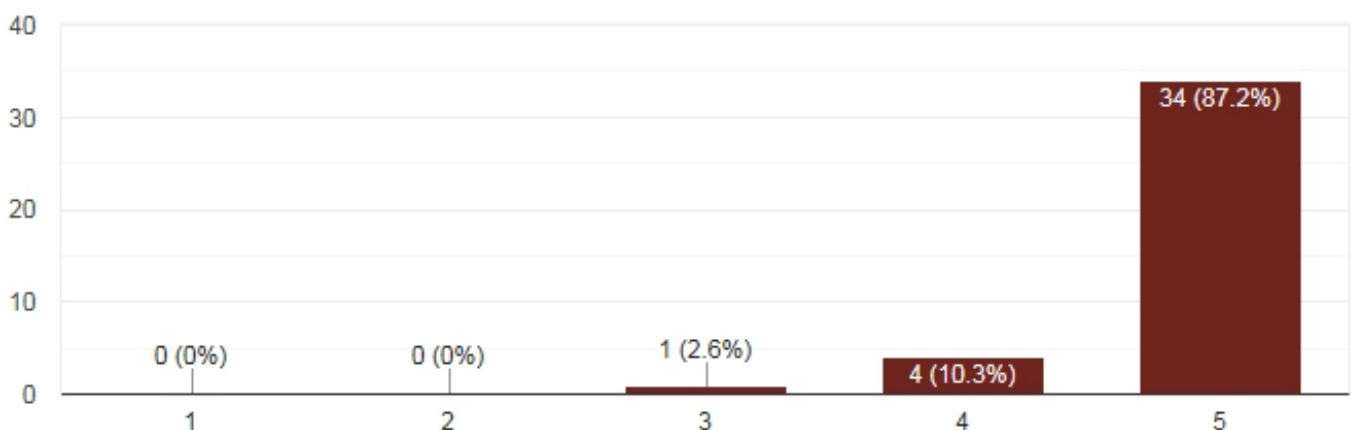
- Better comms around the ranger photoshoot because I had no idea it was happening
- Small shirts for the women!!!
- Commissary access we would be nice (maybe that's a volunteer coordination issue?)
- Burn Perimeters; let's keep in touch
- More clarity on key event roles outside of Rangers and areas of responsibilities. More effective circulation of key announcements to participants during event.
- Keep ensuring newer rangers get to walk with experienced rangers, I had some of the greatest conversations understanding what keeps these people so committed!
- Educate participants more about the role of Rangers, and at the same time, attract more people to act as Rangers.
- On call masseuse and foot spas. ;P
- Training could probably be a scooch more dynamic. More rangers willing to do the tough shifts and share that burden out would be nice so our poor Ranger leads can have more time as part of the problem, but I have no idea how we'd achieve that.
- Have a warmer sanctuary. Lol.
- Integrate our protocols better with Org (particularly burn perimeter). Improve our pathways to Black Swan. Increased peer review. Automate all paperwork (particularly incident reports).
- Attracting and training more Rangers/ green dots/ black swans.
- Refitting and outfitting the Sanctuary to be useful in all weather conditions.
- Perhaps more support needed for the Ranger Leads in the lead-up to the event
- I think some blinged up electric golf carts could be useful as a type of patrol vehicle especially when things need to be done across large areas in a hurry.
- Black swan has it right.
- Doing nothing
- Training and procedures.
- Clarification of scope of work expectations. Building a focus on participant/camp help outside of rule checking/policing
- 3 shifts + burn perimeter was A LOT to ask for- especially if you are also part of a theme camp and have commitments there, as I did. I'm a stickler for rules so I adhered to this, but it would be good to know if this level of commitment is an absolute imperative... judging by the first question "how many shifts did you ranger", I suspect not.. but it would have been good to know that, as this level of commitment makes me unsure of whether or not I would do it again and probably gets in the way of a lot of others contributing too. It also meant that unfortunately I didn't do any of the ranger social events, as I wanted to prioritise more time to just soak in the rest of blaze, and hang with my mates and theme camp.

- Rangers need mentoring for Black swan and other leadership roles just like they need it for dirt roles. Perhaps Rangers from other burns need to send in a CV when they apply for leadership roles. I learnt that doing the black swan role in a much bigger event (Afrikaburn) was much harder than a small event, I was lucky enough to have a good mentor to learn from. Junior rangers would be good to get started as in the longer term plan they will bring us fully trained and experienced rangers when they come of age.
- Ranger retention. More training pre-event. Stricter admission to Black Swan duties. I was at HQ off-duty at one point and found the incident report log open to a very sensitive incident, in full view of anyone who came into HQ. I think we need to have our incident report file in a more secure location somewhere away from the front desk.
- GPS tracker app maybe
- Not much - Jilikan Rock Rangers are extremely well organized. I provided Pommie and Admiral and others with some observations during our de-briefing.
- Food
- Hold a BRC Ranger training on site :)
- Build a bigger group of returning Rangers.
- A warmer area for altered participants in sanctuary
- As a ranger provided an organization structure of the entire leadership to include event managers and security.
- More patches
- Automate some of our systems and process to reduce the admin load.

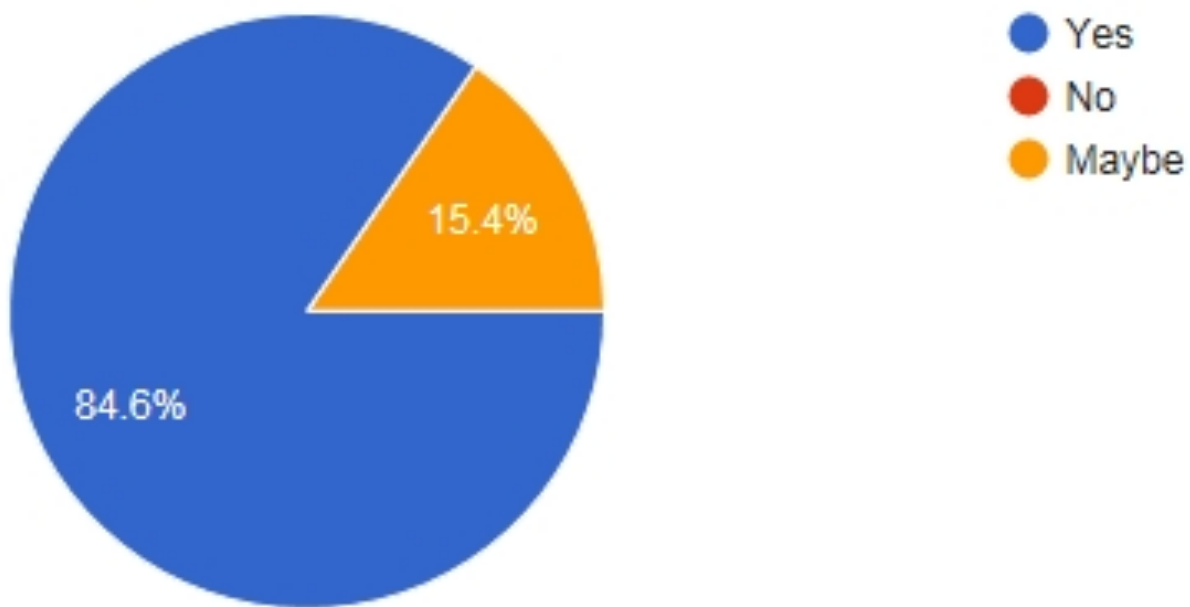
I would recommend volunteering with the Rangers to my family and friends.



I am extremely proud of my association with the Rangers.



Do you plan on volunteering as a Ranger at Blazing Swan next year?



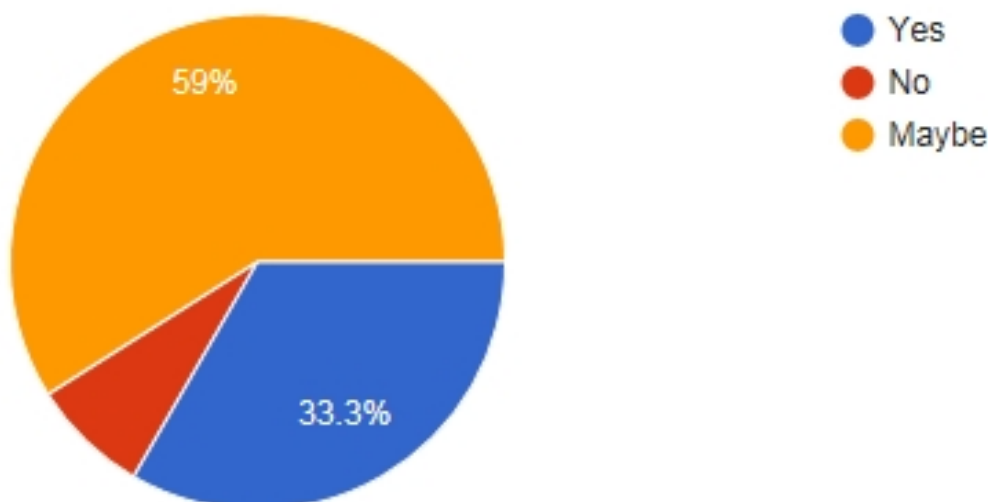
What skills would you like to develop further as a Ranger?

39 responses

- Green dot and black swan
- Green dot
- Dealing with things outside of my current comfort zone
- Radio skills!
- Green dot
- Hand-to-hand combat. J/k, probably administrative stuff - record-keeping/incident reports/ logbooking
- Crisis/incident response
- Green Dot and organisational assistance
- My ability to walk for long periods of time. By the time three shifts is done in basically crippled and can hardly interact with the playa without having to sit down every 20 minutes. I'm thinking of taking up hiking this year and seeing if that helps.
- First aid. I missed the training session for this pre-blaze.
- Counselling. Organisation. Knowledge of the Blazing Swan Org so I know who to kick problems to.
- Black Swan
- Sincerity. Setting aside more time for "time off" activities.
- More communication/ collaboration between regional Burns/ Ranger iris/ Green Dots
- Everything :) I'm only a newbie
- Interaction
- Staying calm in heated situations
- Any new ones that come to light
- People
- Black swan training
- All the skills

- Next year I still want to walk the dirt, maybe some extra shifts, long term perhaps look into doing black swan shifts
- Finding the right balance of being non-directive, with being a commanding/useful enough presence that people know they can trust/rely on you for advice or assistance. Simple example- when the storm was coming, my partner and I were trying to encourage general camping to batten down the hatches. I was mindful that our role was not to be authoritative, and "not to stop people from being stupid". This was challenging when punters were telling us their gazebo was fine because the had secured it by putting a water jug on top their gazebo's singular peg...
- I'll try my hand at Black Swan
- Continue developing my mentoring skills, while I can do leadership roles trapped in the office I prefer to walk the dirt and feel the pulse of our city.
- Hands on experience
- I would like additional Green dot training. Perhaps the mental first aid course that St John's offers.
- Conflict resolution
- Anything new
- Better radio skills
- Probably Green Dot. A lot of calls are green-dot oriented and I just don't have the patience, and should do more as a Ranger in that area.
- Knot tying and emergency situational training
- More patience
- Flame throwing skills.
- Dance floor skills
- Become more helpful during a green dot situation
- Keeping language children appropriate, I fuck it up regularly
- Dance moves
- The ability to use 'Ranger Snark' in a way that the recipient thinks they've just been complimented ;)

Are you interested in becoming involved in Ranger organization and planning for next year?



Any other feedback, comments or observations you would like to share?

37 responses

- I had so much fun ranging this year and was proud to be able to be a part of this group. Can't wait to be a part of it again next year
- Much gratitude and I can't wait to see you in 2020. Keep up the great work
- I appreciated being accepted as a Ranger from away, being warmly welcomed, and trusted to fulfill my role. I like that there was a solid mix of local and far-away Rangers, and experienced and new Rangers. great diversity of skills and people. the Rangers were well-organized and prepared. thank you!
- Y'all. Fucking. Rock. SO HARD. So much amazing and inspiration from the Jilakin Rock Rangers! :-)
- I had an incredible time and got so much more out of being a ranger than I expected. I love the ranger team and hope it never gets stale or sour with politics- it embodied what I love about Blazing Swan-- brilliant people sharing good things!
- Thanks for the opportunities and understanding rangers. I love my Ranger fam and I'm looking forward to being involved next year!
- I was shocked by some of the comments I have read on the Community Facebook page concerning Rangers being either derelict in their duties or abusing their positions as Rangers. Clearly they were without foundation and made by malicious or confused participants. I would hope that they have been investigated and comprehensively, and publicly, rebuked. I can see how Rangers could be a target for such allegations and it concerns me. We are all vetted, our names are on our shirts, we carry visible ID and patrol in pairs at all times. But our clothing is easily copied so it is possible for participants to pose as Rangers. Perhaps the Survival or WTF Guides can be used to explain to participants how to identify and recognise real Rangers in pictorial form?
- The Rangers are individually and as a whole amazing. I am consistently surprised by the generosity and warmth of spirit exhibited by Rangers, both local and far away. I love my Ranger family, I treasure my time on the dirt and in the HQ helping to keep everyone safe. And khaki is sexy, damnit.
- I am extremely grateful for being able to be a part of the rangering team.
- Honored once again to have called myself a Ranger.
- I would like to develop a multi headed lead group for both Rangers and green dots
- A lot of punters still don't understand what a ranger is including security I chatted to.
- All good. Great organization.
- I think as an event we should be catering for western Australians and not relying on other regions/events.
- Loads of thoughts but will come out during the coming year.
- As a first time blazer who knew only few others I found the dedicated ranger camping and deviant bar a perfect way to get going, instant family!
- Three things. First- It would be great for the blaze community if the Greeters could give the participants some information at the outset about who the rangers are and how to utilise them. Second- (linked with the first) it would be good for punters to know how to get help a bit better and easier, especially at night and especially down on the esplanade. On one of my nights out (a free night- not a ranger shift), I witnessed a very concerning thing on the street outside of god said no, where someone was passed out and although a few people stopped and were very concerned, they were obviously all munted and didn't know how to help or what to do, and clearly didn't want to interrupt their night with scary/buzz killing vibes. The guy was already in recovery position, but I wasn't just going to leave him there like the other punters were doing.. I also didn't want to have this night taken over by a scary buzz killing thing, given the fun times I

was also having... VERY luckily- I happened to spot a security guy going into the dunny, so I waited for him to come out as this was the quickest way to get help (no ranger in sight, and HQ very far away). He took over, called it in, and ran over, so I felt free to leave and go on my merry way. This event made me realise though, that because a lot of people are off-chops, and because people don't know what to do or how much of a commitment it would be, I imagine there is a lot of "oh fuck, pretend you didn't see it" in the community, and that is just sooo starkly opposite to the vibe we should be creating at blaze. Thinking back to the principals, it was really concerning to see punters prioritise "immediacy and self expression" over "communal effort and civic responsibility" in this incredibly antisocial (but totally understandable given their circumstances) way. Anything the rangers or greeters could do to systematically inform punters about how to access help would be great. And anything that could be done to make sure that punters know this isn't going to chew up their whole night/ ruin their buzz that would be great too - eg maybe if people knew a location on the esplanade that had a fixed walkie talkie direct line to the rangers/medical, with instructions. Third- on a way more positive note- It was immeasurably awesome to be in the presence of so many experienced rangers with such a wealth of knowledge and history, from blaze and from black rock too. I didn't expect this a bonus, but it was my absolute favourite part of being a ranger. There are some really smart and experienced people in this crew and it was a pleasure to learn from them!!

- "Thank you for making the Ranger experience joyful, I always felt appreciated and part of the Jilakin Rock Ranger family.
- On-duty Rangerly behaviour comes naturally to me but I also want to grow personally in other ways so I don't want to over commit to Ranger-hood. e.g. explore my creative side more.
- I like that Rangers are encouraged to fly their freak flag too :)
- Compared to my limited experience at other Australian burns, the Blazing Swan Ranger program is really well coordinated and executed. Well done and thank you."
- I am keen to help develop junior rangers at Blazing Swan as I have already worked with them at Modifyre and Burningseed and I have already connected with the Junior Ranger leads there.
- There were a few incidents this year that bear following up on. We had new Black Swans who had never rangered at Blaze before who were thrown in the deep end and didn't always handle matters appropriately. I saw one Black Swan blow a huge amount of social capital with a participant looking for water. I feel there needs to be a revision of the Black Swan training to expand on the scenarios that may be encountered and we should not be allowing Shiny pennies to do Black Swan shifts. I feel there needs to be an alpha-shift or two prior to becoming a full-fledged Black Swan to re-inforce training and where people who may not be suited to the role can be identified. There was an incident involving the event manager on shift where rangers may have lost social capital because participants may have thought she was a ranger. She was aggressive and accusatory towards participants which was unnecessary and unpleasant and left a particular participant sobbing. I think that the event manager role needs better training. There were a number of fires that had apparently been approved by the fire team prior to them leaving that left Rangers in a position to assist and provide perimeter. Rangers were not informed of these approvals. I believe that there should not be any approved fires (other than registered fire barrels) on site without Fireys present. There was also no list of approved fires in HQ, which would have been handy numerous times.
- More ranger events
- Nope, thanks for having me!
- As an International Ranger I was extremely impressed by how we were welcomed, and treated as an equal among all the local Rangers. The hospitality of all the Rangers was amazing. Thank you so much. Also processes and procedures were extremely well

organized. It was so easy and intuitive of what we needed to do when we first arrived. Also the binder with protocols was amazing and so helpful. Even though we knew what to do, it was great having the sheets in front of us to use - just to reconfirm the proper protocol (especially since some things are done a bit differently at other events).

- Every time I attend an international event, I feel I have improved as a Ranger.
- I have a lot to take back to my home burn after rangersing at Jilikan Rock city. Thank you for the opportunity and I would like to return again soon. Also I had a shift with Chunder Muffin. I was very impressed - Ranger Leadership may want to reach out and encourage her to ranger more and perhaps take on a leadership role.
- I have a lot of other comments/observations which we already provided to Pommie, Admiral and others during our de-briefing. Oh and the swag bags were awesome! I wish I had known about this wonderful tradition - I would have provided some swag for the bags had I known!
- Thank you all again - Pommie, Admiral, Scarpie, Factotum, Butterfly Girl, for a fantastic experience, and allowing me to walk the dirt with you all."
- Loved the experience, hope I get to return next year.
- Thanks everyone for a job well done!
- We need a better process on vetting people who put their hands up for Black Swan. Training alone should not be the ticket to a shift.
- Lots of love, I'm so grateful for my time at blaze, rangersing was a special addition
- All Ranger leads (Pommie, Scarpie, Butterfly Girl, Fractotum, and Admiral) went above and beyond to make us feel welcome. Not to mention providing us with tents and cots was so thoughtful. Thank You.
- Was a great experience!
- The recent addition of international Rangers has been very supportive to the Admin team. Looking forward to letting go soon and enabling someone else to lead this crew. Pommie out.